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Industry Wage Survey
Temporary Help Supply
Bergen-Passaic, NJ
September 1987

U.S. Department of Labor
Bureau of Labor Statistics
Summary
April 1988

Temporary help in the Bergen-Passaic area averaged $7.43 per hour in September 1987, according to a survey conducted by the Bureau of Labor Statistics. Pay levels varied widely, however, depending upon the worker's specialty and qualifications. For example, professionals averaged $17.16; technical personnel, $11.64; administrative support, $7.74; service workers, $5.38; and operators, fabricators, and laborers, $6.19 (table 2). Commonly called temporary workers, these employees are supplied to clients of temporary help organizations. The workers supplied are under the direct or general supervision of the client but are on the payroll of the temporary help organization.

Permanent full-time staff of temporary establishments typically made up less than 5 percent of all workers in the industry. Overall, they averaged $10.67 an hour (table 1). For the few jobs studied separately, including office managers, service coordinators, and sales representatives, hourly averages ranged from $9.10 to $13.65.

These findings are from a first-time survey of occupational wages and the incidence of employee benefits in the temporary help supply industry. Table 3 presents data on selected benefits for the permanent staff.

The survey covered establishments with 50 workers or more and primarily engaged in supplying temporary help, except agricultural, on a contract basis to other businesses (industry 7362 as defined in the 1972 edition of the *Standard Industrial Classification Manual* prepared by the U.S. Office of Management and Budget). Excluded were separate auxiliary units of temporary help establishments such as central offices, and establishments engaged in providing allied services, such as employment agencies, and establishments primarily providing one specializcd service, for example, janitorial service or guard service. An establishment, for purposes of the survey, was defined as a single physical location.

The Bergen-Passaic metropolitan area consists of Bergen and Passaic Counties.

Data were obtained by visits of Bureau representatives to 18 of the 27 establishments in the area. These establishments, employing 2,416 workers, were selected and appropriately weighted to represent approximately 3,536 workers.

Fieldwork for the survey was directed by Robert Findlay, Assistant Regional Commissioner for Operations of the Bureau's regional office in New York.

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Table 1. Occupational earnings: Temporary help supply, permanent employees, Bergen-Passaic, NJ, September 1987

Occupation	Number of workers	Average hourly earnings[1]	Number of workers receiving straight-time hourly earnings (in dollars) of —																						
			Under 6.50	6.50 and under 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 11.50	11.50 – 12.00	12.00 – 12.50	12.50 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 – 16.00	16.00 – 17.00	17.00 – 18.00	18.00 – 19.00	19.00 – 20.00	20.00 – 21.00	21.00 and over
All permanent workers	139	10.67	5	9	10	5	3	12	20	10	14	4	6	3	8	5	9	3	7	–	1	–	–	4	3
Time	132	10.51	5	9	10	5	3	12	18	10	14	4	6	3	6	5	9	3	2	–	1	–	–	4	3
Office managers	24	13.65	–	–	–	–	–	–	2	–	2	–	1	–	5	–	5	3	3	–	1	–	–	2	–
Time	20	13.92	–	–	–	–	–	–	–	–	2	–	1	–	5	–	5	3	1	–	1	–	–	2	–
Coordinators and sales representatives[2]	78	9.73	–	8	7	4	2	5	16	10	8	4	4	2	1	3	2	–	–	–	–	–	–	–	2
Service coordinators	61	9.10	–	6	5	4	2	5	15	10	8	2	2	–	–	–	2	–	–	–	–	–	–	–	–
Business services sales representatives	9	12.48	–	2	2	–	–	–	–	–	–	–	–	2	–	1	–	–	–	–	–	–	–	–	[3]2
Coordinators-sales representatives	8	11.42	–	–	–	–	–	–	1	–	–	2	2	–	1	2	–	–	–	–	–	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Virtually all time workers.
[3] Workers were distributed as follows: 1 at $23.00 to $24.00; and 1 at $24.00 to $25.00.
NOTE: Occupations may include data for subclassifications not shown separately.

Table 2. Occupational earnings: Temporary help supply, temporary employees, Bergen-Passaic, NJ, September 1987

Occupation	Number of workers	Average hourly earnings[1]	Number of workers receiving straight-time hourly earnings (in dollars) of —																										
			4.00 and under 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 11.50	11.50 – 12.00	12.00 – 12.50	12.50 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 – 16.00	16.00 – 17.00	17.00 – 18.00	18.00 – 19.00	19.00 – 20.00	20.00 – 21.00	21.00 and over
All temporary workers	3,337	7.43	13	114	302	389	453	414	381	291	227	100	144	30	168	22	67	3	57	11	52	31	3	35	3	11	5	7	4
Professional specialty occupations	67	17.16	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	8	1	35	2	5	5	7	4
Registered nurses	64	16.94	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	8	1	35	2	5	5	7	1
Technical and related support occupations	61	11.64	–	–	–	–	–	–	–	8	–	3	–	–	–	–	2	–	37	–	4	6	1	–	–	–	–	–	–
Health technologists and technicians	49	12.52	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	37	–	4	6	1	–	–	–	–	–	–
Licensed practical nurses	49	12.52	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	37	–	4	6	1	–	–	–	–	–	–
Sales and marketing workers	14	11.79	–	–	–	–	2	–	3	2	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	6	–	–	–
Administrative support occupations including clerical	2,200	7.74	–	16	56	124	246	348	343	253	227	94	119	30	161	22	65	3	18	11	47	17	1	–	–	–	–	–	–
Computer equipment operators	44	9.56	–	–	–	–	–	–	3	3	3	3	7	2	14	5	2	–	–	–	–	2	–	–	–	–	–	–	–
Secretaries	405	9.34	–	–	–	–	1	6	38	40	60	43	54	12	71	7	14	1	13	11	33	1	–	–	–	–	–	–	–
Executive	230	9.13	–	–	–	–	–	4	31	37	37	16	22	7	28	6	12	–	12	11	6	1	–	–	–	–	–	–	–
Typists	297	8.23	–	–	–	4	22	18	65	23	40	18	31	13	42	8	10	–	3	–	–	–	–	–	–	–	–	–	–
Word processors	112	9.58	–	–	–	–	–	–	4	4	5	6	24	11	37	8	10	–	3	–	–	–	–	–	–	–	–	–	–
Typists	173	7.30	–	–	–	4	22	18	59	19	35	12	2	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Receptionists	103	7.09	–	–	–	–	21	25	36	11	3	–	1	–	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Nontyping	68	7.09	–	–	–	–	15	14	25	5	3	–	–	–	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Typing	35	7.04	–	–	–	–	6	11	11	6	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Bookkeepers, accounting and auditing clerks	83	8.03	–	–	–	–	4	7	35	16	2	4	2	1	3	–	1	–	–	–	2	5	–	–	–	–	–	–	–
General office clerks	429	6.44	–	16	21	46	123	159	41	2	14	–	–	–	–	–	3	2	–	–	1	–	1	–	–	–	–	–	–
Data entry keyers	399	7.57	–	–	4	10	1	41	74	136	86	19	22	2	2	2	–	–	–	–	–	–	–	–	–	–	–	–	–
Service occupations	433	5.38	10	49	198	62	99	11	2	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Operators, fabricators, and laborers	340	6.19	–	47	32	75	62	45	23	25	–	3	23	–	3	–	–	–	2	–	–	–	–	–	–	–	–	–	–
Machine operators, assemblers, and inspectors	100	6.35	–	14	8	16	8	17	14	21	–	–	–	–	–	–	–	–	2	–	–	–	–	–	–	–	–	–	–
Assemblers	98	6.23	–	14	8	16	8	17	14	21	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Handlers, equipment cleaners, helpers, and laborers	230	6.08	–	33	24	59	50	28	7	4	–	–	22	–	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Freight, stock, and material handlers	168	5.90	–	32	22	45	37	8	6	–	–	–	16	–	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Laborers, except construction	45	6.35	–	–	–	12	13	14	1	4	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

NOTE: Occupations may include data for subclassifications not shown separately.

Table 3. Establishment practices and employee benefits: Temporary help supply, permanent employees, Bergen-Passaic, NJ, September 1987

Item	Percent of total office employment		Item	Percent of —		Item	Percent of —		Item	Percent of —	
	Second shift	Third shift		Office workers	All other workers[1]		Office workers	All other workers[1]		Office workers	All other workers[1]
Shift differentials			**Scheduled weekly hours**			**Paid vacations**			**Insurance, health, and retirement plans**		
			All workers	100		All workers	100				
Data not available			35 hours	6		In establishments not providing paid vacations	-		In establishments offering at least one of the benefits shown below	100	
			37.5 hours	47		In establishments providing paid vacations	100		Life insurance	92	
			40 hours	47		Length-of-time payment	100		Accidental death and dismemberment insurance	88	
			Paid holidays			By vacation pay provisions for:			Sickness and accident insurance or sick leave or both	91	
			All workers	100		6 months of service:			Sickness and accident insurance	29	
			Receiving paid holidays	100		Under 1 week	6		Sick leave (full pay and no waiting period)	66	
			6 holidays	13		1 week	58		Sick leave (partial pay or waiting period)	-	
			7 holidays	18		1 year of service:			Long-term disability insurance	46	
			8 holidays	14		1 week	14		Hospitalization insurance	100	
			Plus 1 half day	25		2 weeks	86		Surgical insurance	100	
			9 holidays	8		2 years of service:			Medical insurance	100	
			Plus 1 half day	6		1 week	8		Major medical insurance	100	
			10 holidays	17		2 weeks	92		Dental insurance	61	
			Receiving no paid holidays	-		3 years of service:			Health maintenance organization	28	
						2 weeks	89		Retirement plans	64	
						3 weeks	11		Pension	55	
						4 years of service:			Lump sum	9	
						2 weeks	89				
						3 weeks	11				
						5 years of service:					
						2 weeks	31				
						3 weeks	69				
						8 years of service:					
						2 weeks	28				
						3 weeks	72				
						10 years of service:					
						2 weeks	16				
						3 weeks	71				
						4 weeks	14				
						12 years of service:					
						2 weeks	16				
						3 weeks	59				
						4 weeks	25				
						15 years of service or more:					
						2 weeks	16				
						3 weeks	23				
						4 weeks	61				

[1] Data not collected.

Scope and Method of Industry Wage Surveys

Occupations selected for study. Occupational classification is based on a uniform set of job descriptions designed to take into account interestabiishment and interarea variations in duties within the same job. The occupations are chosen for their numerical importance, their usefulness in collective bargaining, or their representativeness of the entire job scale in the industry. These descriptions, available on request, are included in the final bulletin on each survey.

Wage data. Unless designated otherwise, information on wages relates to straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses) were included as part of the workers' regular pay. Excluded were performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, Christmas, or yearend bonuses, and other nonproduction bonuses. Also excluded were tips and allowances for meals, lodging, or other payments in kind. The wages of learners, apprentices, and handicapped workers are excluded from data for selected occupations but are included in the total when data are presented for all nonsupervisory workers, all production workers, or all service workers.

Separate data are presented, where feasible, by sex and/or method of wage payment. However, the number of men, women, time, or incentive workers may not appear under every job because of publication criteria. Also, the total employment in an occupation may exceed the number of men and women combined because some establishments may not report data by sex.

Employment. Estimates relate to all establishments in the industry and locality as defined for the survey, and are intended as a general guide to the size and composition of the labor force rather than as precise measures of employment. Generally, a greater proportion of large than of small establishments is studied. Each group of establishments of a certain size, however, is given its proper weight in the combination of data.

Shift provisions and practices. Shift provisions relate to the policies of establishments either currently operating late shifts or having formal provisions covering late-shift work. Practices relate to workers employed on late shifts at the time of the survey.

Scheduled weekly hours. Data on weekly hours refer to the predominant work schedule for full-time workers employed on the day shift.

Employee benefit provisions. Employee benefits are included if formal provisions are applicable to half or more of the group studied in an establishment. Similarly, if fewer than half of the workers are covered, the benefits are considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated.

Information on benefit practices is presented in terms of the proportion (percent distribution) of workers provided the specific benefit itemized. Because of rounding, sums of individual items may not equal totals.

The tabulation of paid holidays provided annually presents data separately for full days and half days.

In the tabulation of vacation policies by years of service, payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings is considered the equivalent of 1 week's pay.

Data for health, insurance, and retirement plans are confined to those for which at least a part of the cost is borne by the employer. Legally required plans, such as workers' disability compensation and social security, are excluded.

NOTE: Scope and method may be modified somewhat to accommodate specific survey requirements.

Industry Wage Survey Bulletins

The most recent reports providing occupational wage data for industries currently included in the Bureau's program of industry wage surveys are listed below. Bulletins still in print are for sale from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or from the Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, Ill. 60690. Order by title and GPO Stock Number. Bulletins marked with an asterisk (*) are available only from the Chicago address. Bulletins that are out of print are available for reference at leading public, college, or university libraries or at the Bureau's Washington or regional offices.

Manufacturing

Basic Iron and Steel, 1983. BLS Bulletin 2221. $2.25*
Cigarette Manufacturing, 1986. BLS Bulletin 2276. $1.25
GPO Stock No. 029-001-02928-4
Corrugated and Solid Fiber Boxes, 1981. BLS Bulletin 2138. Out of print.
Grain Mill Products, 1982. BLS Bulletin 2207. $3*
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Hospitals, 1985. BLS Bulletin 2273. $12
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Life and Health Insurance, 1986. BLS Bulletin 2293.
Metal Mining, 1977. BLS Bulletin 2017. Out of print.
Nursing and Personal Care Facilities, 1985. BLS Bulletin 2275. $5
GPO Stock No. 029-001-02921-7
Oil and Gas Extraction, 1982. BLS Bulletin 2193. $3*

Employee Benefits in Medium and Large Firms, 1986

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The Bureau of Labor Statistics issues its 1986 bulletin on employee benefits in medium and large firms. This survey is the eighth in the series.

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- Incidence and detailed characteristics of 14 private sector employee benefits paid for at least in part by the employer: Lunch and rest periods; holidays, vacations, and personal, funeral, jury-duty, military, and sick leave; sickness and accident, long-term disability, health, and life insurance; and private retirement/capital accumulation plans. The retirement data include defined benefit plans, such as benefit formulas and pension replacement rates, and defined contribution plans, such as salary reduction or 401 (k) plans.
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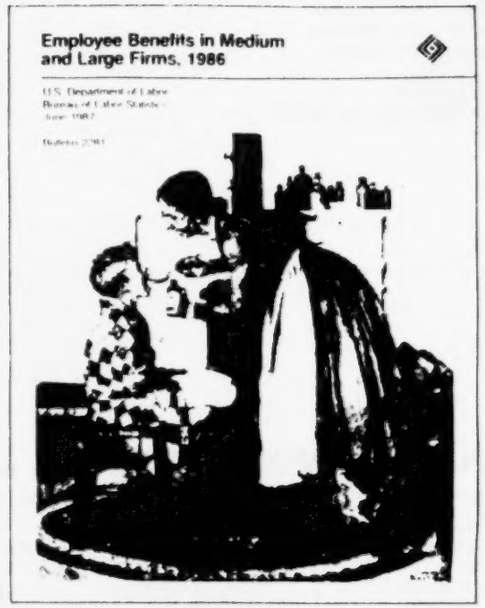
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